

**2013 CITY OF SAN JOSE – CAMP NEGOTIATIONS  
TENTATIVE AGREEMENT**

---

**UNION PROPOSAL #7 – HOLIDAYS**

City Counterproposal:

**HOLIDAYS**

- (X).1 Except as hereinafter otherwise provided, each full-time employee who is on paid status before and after the holiday specified below shall be entitled to paid holiday leave on each of the following holidays observed, and on no other day, during the term of this Agreement:

New Years Day	Columbus Day
Martin Luther King Day	Veterans Day
President's Day	Thanksgiving Day
Cesar Chavez Day	Day After Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	New Year's Eve Day

- (X).2 When one the above holidays falls on a Sunday, the following day shall be designated as the holiday; and when one of the above holidays falls on a Saturday, the preceding day shall be designated as the holiday.

- (X).3 Any other day proclaimed or designated by the Council of the City of San Jose as a holiday for which full-time employees will be entitled to holiday leave. Should additional holidays be provided, or should an existing holiday be traded for a different holiday observance for other represented employees on a Citywide basis, such holidays shall apply to employees in this unit.

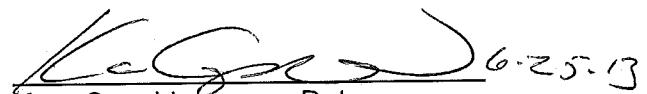
*\* This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

**FOR THE CITY:**

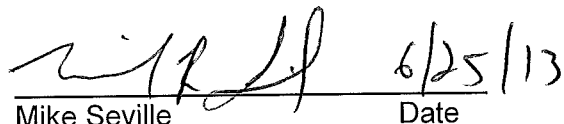
 6-25-13

Alex Gurza  
Deputy City Manager

**FOR THE UNION:**

 6-25-13

Kara Capaldo  
Interim President  
CAMP, IFPTE, Local 21

 6/25/13

Mike Seville  
Business Agent  
IFPTE, Local 21